



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Adopt Resolution Approving a Veterans' Preference Policy for Job Applicants in Accordance with California Government Code Section 50088.

MEETING DATE: Wednesday, November 21, 2001

SUBMITTED BY: Human Resources Director

RECOMMENDED ACTION: To approve veterans' preference points for job applicants in accordance with California Government Code section 50088.


BACKGROUND INFORMATION: Based on legislative action, each city council and board of supervisors in California with a civil service (merit) system is required to implement a veterans' preference system or adopt a resolution identifying why it is not implementing such a program. The deadline for this decision is January 1, 2002.

Government Code Section 50088, as amended by SB 36 (Baca), from the 1999-00 legislative session, discusses implementation of a veterans' preference system "giving preference to a veteran over other identically qualified applicants".

REASONS FOR RECOMMENDATION: City staff agrees with comments made in analyses of this legislation by the Assembly Committee on Local Government and the Senate Committee on Local Government. Veterans' preferences for entry jobs into city service are, in part, a reward for service in defense of the nation and state and in part, compensation for postponed or interrupted civilian careers. Staff believes there is "value added" to City employment by hiring veterans. It is in the best interest of both the City and the State of California to support an effort to attract individuals who have served in the military to public service because of the skill set and work ethic they bring with them.

Based on this, staff recommends a veterans' preference system to be used on recruitments for entry jobs (see attached list of classifications), which are recruited through an open examination process (non-promotional). The classification listing may be amended by Human Resources periodically if entry jobs are added or deleted. This system would add five percentage points at the time a ranked eligible list is established, to all qualifying veterans as defined in California Government Code Section 18973 who have received a qualifying score on exams up to the point of eligibility. Preference will be given on a one-time only basis.

APPROVED: _____


H. Dixon Flynn -- City Manager



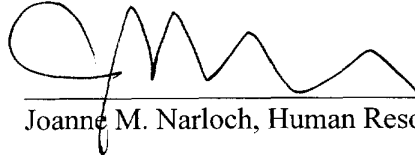
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All six employee bargaining units (Police Officers Association of Lodi, United Firefighters of Lodi, Maintenance and Operators, General Services, Lodi Police Dispatchers Association and International Brotherhood of Electrical Workers) were given an opportunity to review this proposal, and none have responded with questions or concerns.

FUNDING: N/A

Respectfully submitted,



Joanne M. Narloch, Human Resources Director

cc: City Attorney

Prepared by: Amy Flores, Management Analyst Trainee

APPROVED: _____

H. Dixon Flynn -- City Manager

CITY OF LODI
ADMINISTRATIVE POLICY AND PROCEDURE MANUAL

SUBJECT: : Veterans Preference Points - *Policy*

DATE ISSUED: : "DATE"

SECTION: : V

REFERENCE: : California Government Code Section
50088 & 18973

SECTION 1: PURPOSE

Veterans preference points for applicants for entry jobs into city service are, in part, a reward for service in defense of the nation and state and in part, compensation for postponed or interrupted civilian careers. The city supports the efforts of veterans and wishes to attract individuals who have served in the military to public service because of their skills and work ethics.

SECTION 2: ELIGIBILITY

Veterans will be defined in accordance with California Government Code 18973 which states that a veteran shall mean any person who has served full time for 30 days or more in the armed forces in time of war or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States, or during the period September 16, 1940 to January 31, 1955, or who has served at least 181 consecutive days since January 31, 1955, and who has been discharged or released under conditions other than dishonorable. It does not include any person who served only in auxiliary or reserve components of the armed forces whose service therein did not exempt him or her from the operation of the Selective Training and Service Act of 1940.

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SECTION 3: APPLICATION

Veterans shall apply like all other applicants, completing a City of Lodi job application and filling out the appropriate attachments if necessary. Upon applying veterans shall attach documentation (DD214) providing the Human Resources Department with proof of military status as defined above.

SECTION 4: VETERANS PREFERENCE POINTS

Veterans will be eligible for five percentage points for entry jobs into city service (see attached list of eligible positions), which are recruited through an open examination process (non-promotional). Preference points will not be given for unranked eligible lists or for positions recruited through a promotional examination process. This system would apply the five percentage points at the time a ranked eligible list is established, to all qualifying veterans as defined, who have received a qualifying score on exams up to the point of eligibility. The attached list of positions is subject to change based upon the addition or deletion of classifications defined as entry level. Preference will be given on a one-time only basis.

Veterans Preference Points

Eligible Classifications:

- Accountant I
- Accounting Clerk I
- Administrative Clerk
- Assistant Animal Services Officer
- Building Inspector I
- Community Improvement Officer I
- Customer Service Representative I
- Data Processing Programmer Analyst I
- Deputy City Attorney I
- Dispatcher/Jailer
- Electric Lineman/Linewoman
- Engineering Technician I
- Equipment Service Worker
- Fire Fighter I
- Junior Engineer
- Junior Planner
- Laboratory Technician I
- Laborer
- Librarian I
- Library Assistant
- Management Analyst Trainee
- Meter Reader
- Network Technician
- Parking Enforcement Assistant
- Parts Clerk
- Police Officer Trainee
- Police Records Clerk I
- Public Works Inspector I
- Storekeeper
- Utility Service Operator I

RESOLUTION NO. 2001-271

A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING A VETERANS' PREFERENCE POLICY FOR
JOB APPLICANTS IN ACCORDANCE WITH CALIFORNIA
GOVERNMENT CODE §50088

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WHEREAS, based on legislative action, each City Council and Board of Supervisors in California with a civil service (merit) system is required to implement a veterans' preference system or adopt a resolution identifying why it is not implementing such a program by January 1, 2002; and

WHEREAS, Government Code §50088, as amended by SB36 from the 1999-00 Legislative Session, discusses implementation of a veterans' preference system "giving preference to a veteran over other identically qualified applicants"; and

WHEREAS, staff recommends a Veterans' Preference System be used on recruitments for entry jobs, as shown on the list of classifications attached to the policy, which are recruited through an open examination process (non-promotional); and

WHEREAS, the classification list may be amended by Human Resources periodically if entry jobs are added or deleted; and

WHEREAS, this system would add five percentage points at the time a ranked eligible list is established, to all qualifying veterans as defined in California Government Code §18973 who have received a qualifying score on exams up to the point of eligibility. Preference will be given on a one-time only basis.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Lodi has reviewed and hereby approves the City of Lodi Veterans' Preference Policy as shown on Exhibit A attached and made a part of this Resolution, which shall be effective this date.

Dated: November 21, 2001

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I hereby certify that Resolution No. 2001-271 was passed and adopted by the City Council of the City of Lodi in a regular meeting held November 21, 2001 by the following vote:

AYES: COUNCIL MEMBERS – Hitchcock, Howard, Land, Pennino and Mayor Nakanishi

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None


SUSAN J. BLACKSTON
City Clerk

EXHIBIT A

CITY OF LODI ADMINISTRATIVE POLICY AND PROCEDURE MANUAL

SUBJECT: : Veterans Preference Points - *Policy*

DATE ISSUED: : "DATE"

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CITY OF LODI ADMINISTRATIVE POLICY AND PROCEDURE MANUAL
Veterans Preference Points - Policy Page 2 of 3

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- Police Records Clerk I
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